DEOC SURVEYS

Overview

- Purpose
- Breakdown
- Ordering
- Points of Contact
- Steps in using the DEOCS

Purpose

- **Assess EO climate of unit**
- **Identify possible issues or trends**
- **The results belong to the commander**
- **Not a report card**

Breakdown

- DEOCs consists of 68 Questions
- 1-13 addresses demographics
- Approximately half of items address EO/EEO
- Remaining measures perceptions of OE
- 10 locally developed questions
- 5 short answer questions

Breakdown Cont.

- Measures 7 EO factors
- SH/Sexual Discrimination
- Differential Command Behavior
- Positive EO Behavior
- Racist Behavior
- Age Discrimination
- Religious Discrimination
- Disability Discrimination

- 1-13 addresses demographics
- Approximately half of items address EO/EEO
- Remaining measures perceptions of OE
- 10 locally developed questions
- 5 short answer questions

Breakdown Cont.

- Measures 6 OE factors
  - Organizational Commitment
  - Trust in the Organization
  - Work Group Effectiveness
  - Leadership Cohesion
  - Job Satisfaction
- Measures 2 Sexual Assault factors
  - SAPR & Bystander Climate Intervention

- 1-13 addresses demographics
- Approximately half of items address EO/EEO
- Remaining measures perceptions of OE
- 10 locally developed questions
- 5 short answer questions

Breakdown Cont.

- Subgroup Comparisons
  - Minority vs. Majority
  - Women vs. Men
  - Officer vs. Enlisted
  - Military vs. Civilian
  - US Military vs. Other Military
- Measures 2 Sexual Assault factors
  - Gov. Civilian vs. Non-Gov. Civilian

Ordering a Survey

To order surveys go to:

- **www.deomi.org**

DEOMI

DEOMI
DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE
HOME
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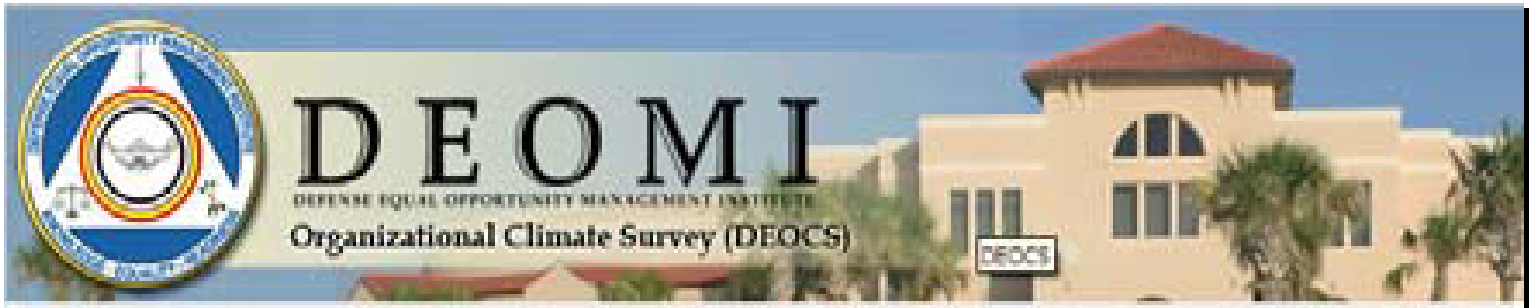
CONTACT US
DEOCS SUPPORT
Honoring 40 Years of Mission Readiness
11 March 2011
Search
Go
Click here to read EO/EEO/Diversity/Cross Cultural Competency News. Click Here
READINESS
DEOMI will host a Worldwide Diversity Conference Dec 5-9, 2011 in the Patrick AFB and Melbourne, Fla. areas. The conference theme is "Honoring 40 years of Mission Readiness." More information will be coming soon.
Fact of the Day...
Quick Poll
Awareness Videos
Featured Posters
SHORT
TAKES
Check Your Knowledge
March

DEOCS



www.deomi.org

REQUEST FOR ASSISTANCE

RCS DD-P&R (AR) 2339
Expiration Date: January 01, 2012

DEOCS VIDEO

25-minute informational video covering important aspects of the DEOCS.

- For Dial-up User (56K)
- For Broadband User (256K)

13-minute informational video covering important aspects of the DEOCS request process.

- For Dial-up User (56K)
- For Broadband User (256K)

Download Windows Media Player

DOWNLOAD

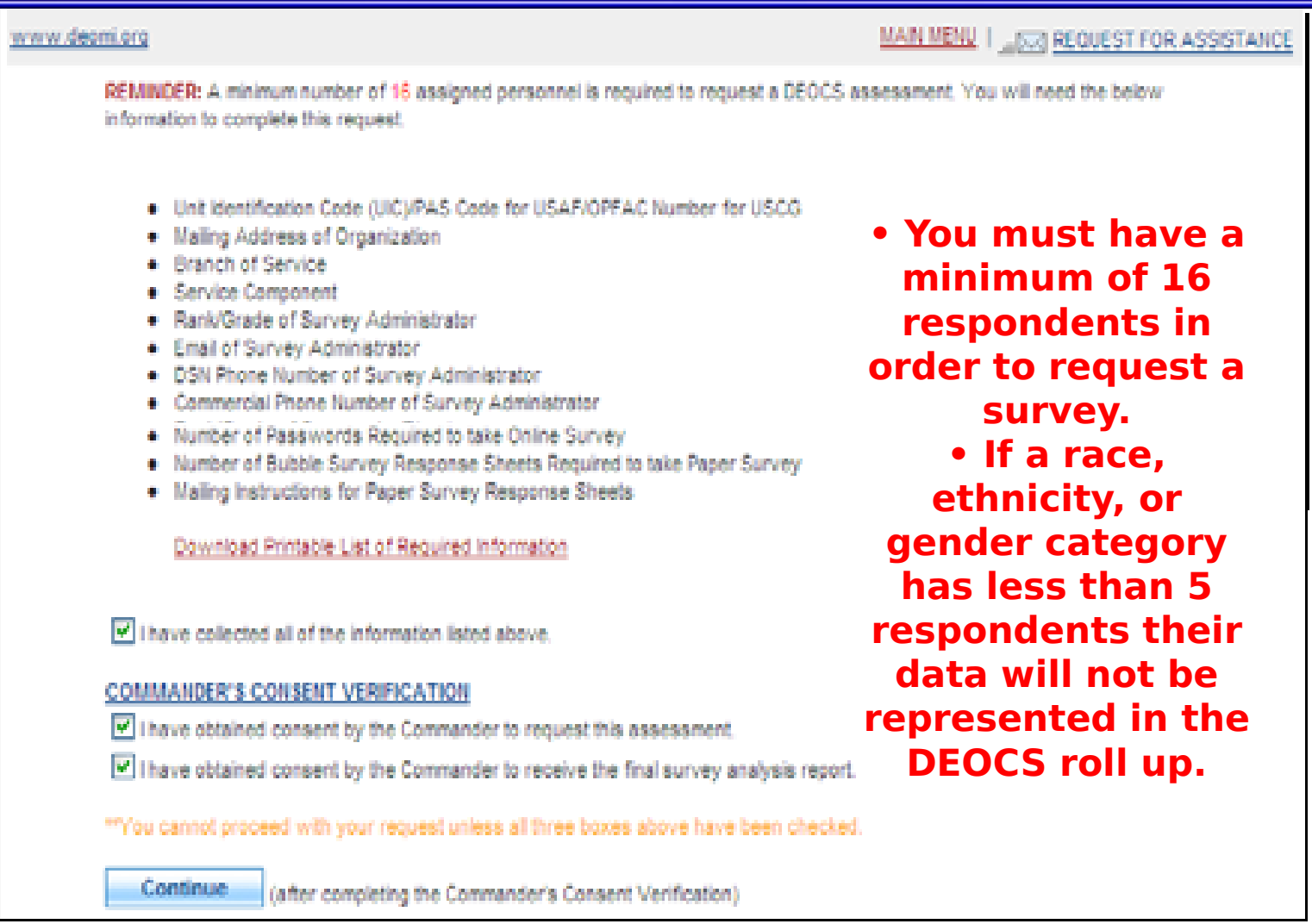
- Talking Paper
- General Description
- Sample Commander's Letter
- Sample DEOCS
- Sample DEOCS Report
- Sample Locally Developed Questions
- Sample Short Answer Questions
- List of Required Information

Download Adobe Acrobat Reader

NEW ASSESSMENT

Request Now

DEOCS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MAIN MENU | REQUEST FOR ASSISTANCE

REMINDER: A minimum number of 16 assigned personnel is required to request a DEOCS assessment. You will need the below information to complete this request.

- Unit Identification Code (UIC)/PAS Code for USAF/OPFAC Number for USCG
- Mailing Address of Organization
- Branch of Service
- Service Component
- Rank/Grade of Survey Administrator
- Email of Survey Administrator
- DSN Phone Number of Survey Administrator
- Commercial Phone Number of Survey Administrator
- Number of Passwords Required to take Online Survey
- Number of Bubble Survey Response Sheets Required to take Paper Survey
- Mailing Instructions for Paper Survey Response Sheets

Download Printable List of Required Information

☑ I have collected all of the information listed above.

COMMANDER'S CONSENT VERIFICATION

☑ I have obtained consent by the Commander to request this assessment.

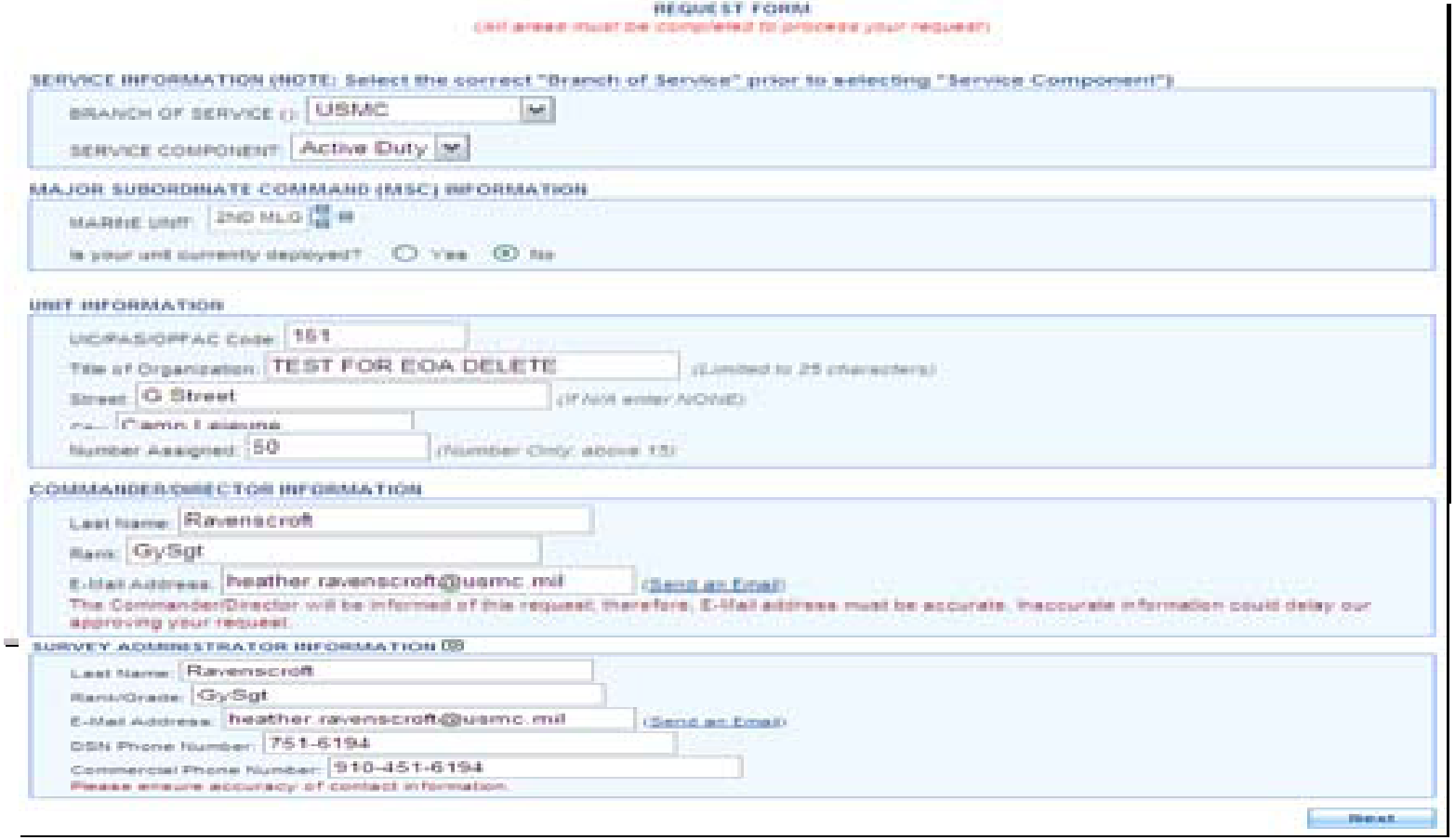
☑ I have obtained consent by the Commander to receive the final survey analysis report.

**You cannot proceed with your request unless all three boxes above have been checked.

Continue (after completing the Commander's Consent Verification)

- **You must have a minimum of 16 respondents in order to request a survey.**
- **If a race, ethnicity, or gender category has less than 5 respondents their data will not be represented in the DEOCS roll up.**

DEOCS


REQUEST FORM
(All areas must be completed to process your request)
SERVICE INFORMATION (NOTE: Select the correct "Branch of Service" prior to selecting "Service Component")
BRANCH OF SERVICE (): USMC
SERVICE COMPONENT: Active Duty
MAJOR SUBORDINATE COMMAND (MSC) INFORMATION
MARINE UNIT: 2ND MLG
Is your unit currently deployed? Yes No
UNIT INFORMATION
UIC/RUC/OPFAC Code: 151
Title of Organization: TEST FOR EOA DELETE (Limited to 25 characters)
Street: G Street (If N/A enter NONE)
Number Assigned: 50 (Number Only: above 15)
COMMANDER/DIRECTOR INFORMATION
Last Name: Ravenscroft
Rank: GySgt
E-Mail Address: heather.ravenscroft@usmc.mil (Send an Email)
The Commander/Director will be informed of this request, therefore, E-Mail address must be accurate. Inaccurate information could delay our approving your request.
SURVEY ADMINISTRATOR INFORMATION
Last Name: Ravenscroft
Rank/Grade: GySgt
E-Mail Address: heather.ravenscroft@usmc.mil (Send an Email)
DSN Phone Number: 751-6194
Commercial Phone Number: 910-451-6194
Please ensure accuracy of contact information.
Next

DEOCS

REQUEST FORM

I will be conducting this assessment using the:

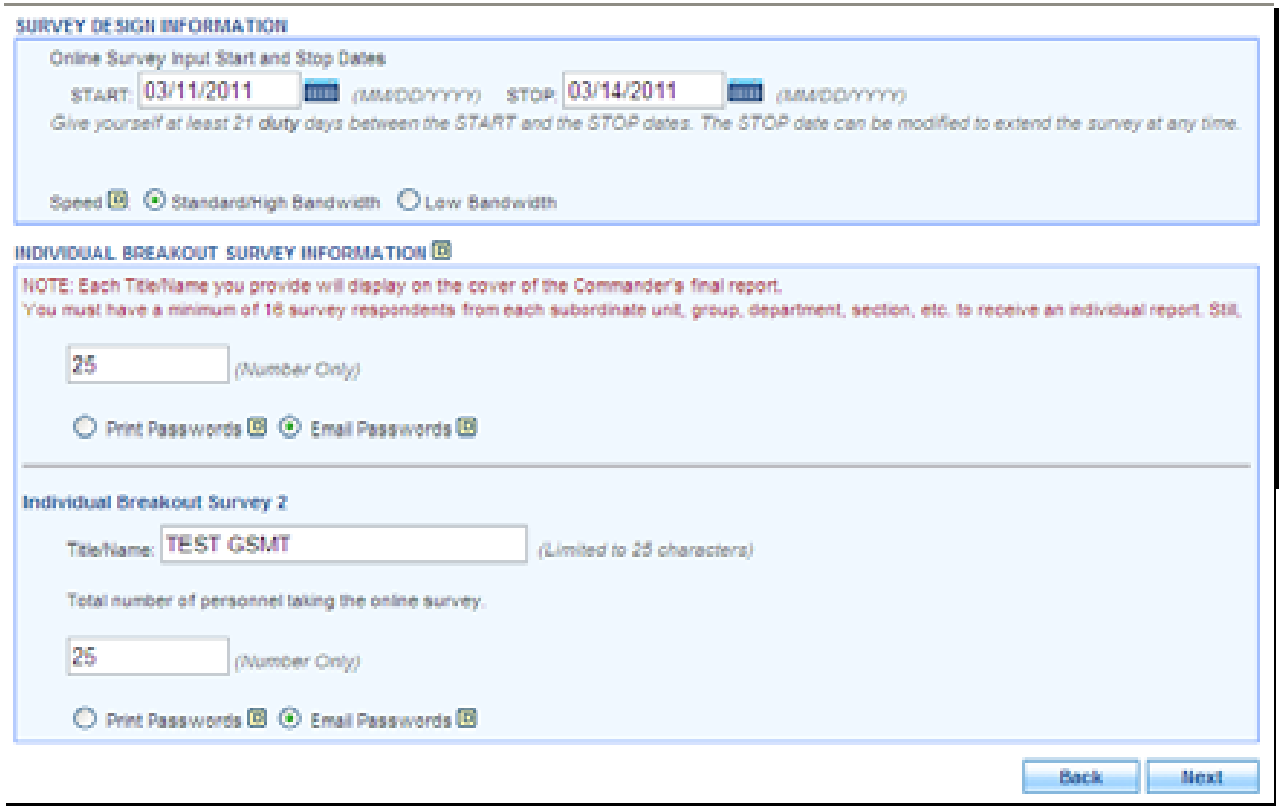
- (•) Online survey process
- ( ) Paper survey process
- ( ) A combination of the online and paper survey process

In addition to your overall command report, does your command want individual breakout surveys and reports for subordinate units, groups, departments, sections, etc.

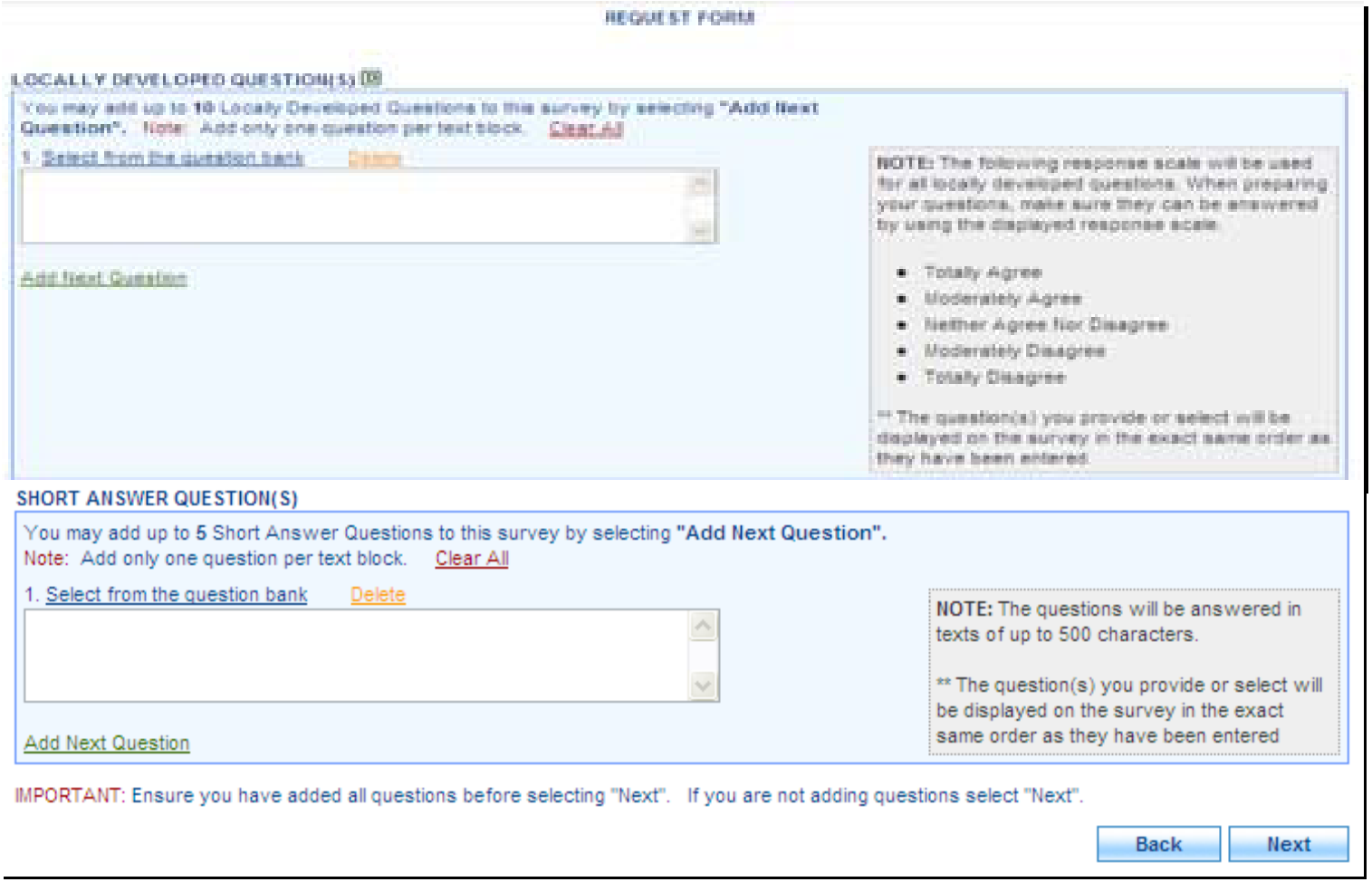
- ( ) No
- (•) Yes How Many: 2 *(Number Only: Greater than 1 and no more than 15)*

Back Next

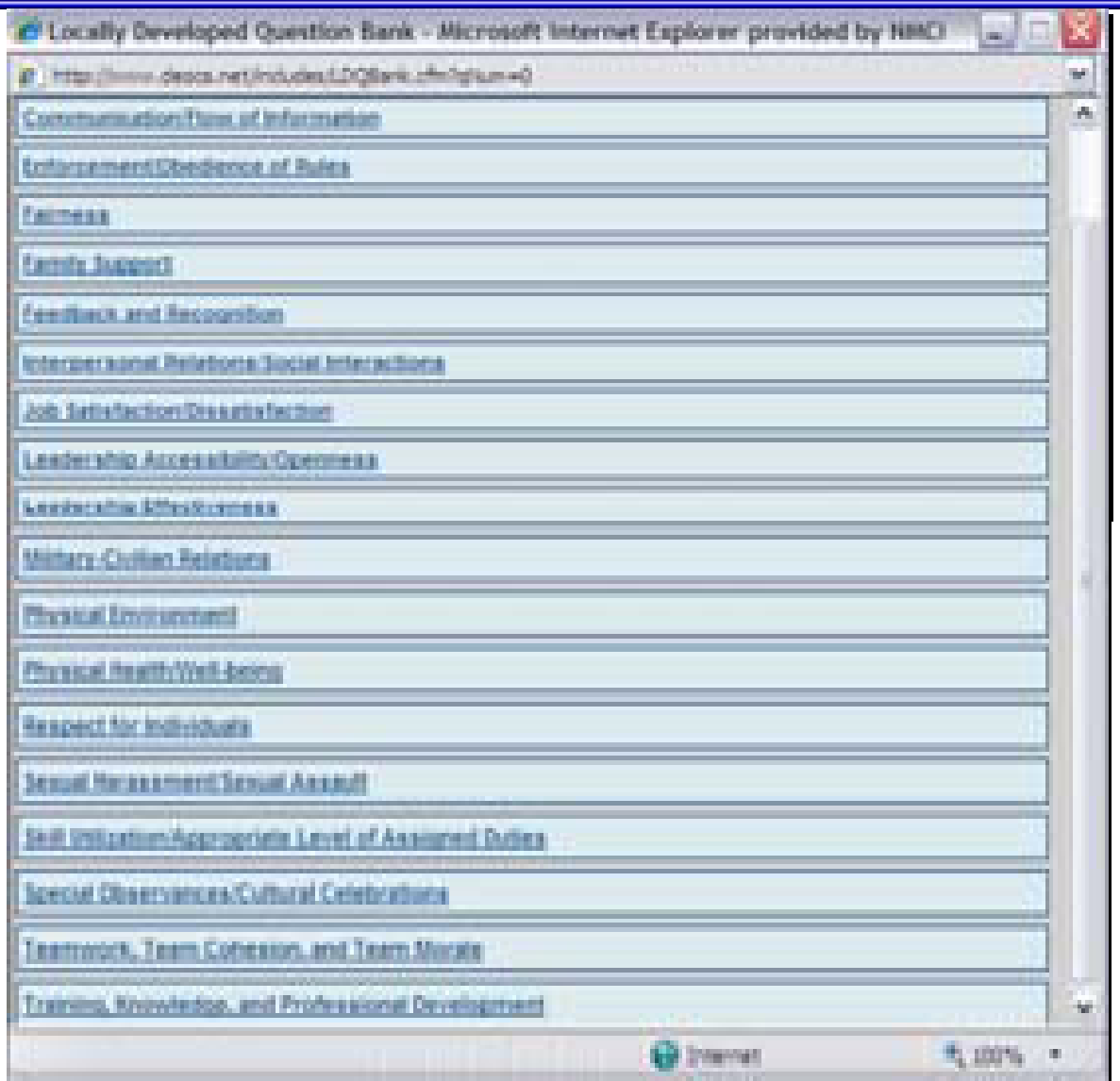
DEOCS


SURVEY DESIGN INFORMATION
Online Survey Input Start and Stop Dates
START: 03/11/2011 (MM/DD/YYYY) STOP: 03/14/2011 (MM/DD/YYYY)
Give yourself at least 21 duty days between the START and the STOP dates. The STOP date can be modified to extend the survey at any time.
Speed: Standard/High Bandwidth Low Bandwidth
INDIVIDUAL BREAKOUT SURVEY INFORMATION
NOTE: Each Title/Name you provide will display on the cover of the Commander's final report.
You must have a minimum of 16 survey respondents from each subordinate unit, group, department, section, etc. to receive an individual report. Still,
25 (Number Only)
Print Passwords Email Passwords
Individual Breakout Survey 2
Title/Name: TEST GSMT (Limited to 25 characters)
Total number of personnel taking the online survey.
25 (Number Only)
Print Passwords Email Passwords
Back
Next

DEOCS


REQUEST FORM
LOCALLY DEVELOPED QUESTION(S)
You may add up to 10 Locally Developed Questions to this survey by selecting "Add Next Question". Note: Add only one question per text block. Clear All
1. Select from the question bank Delete
Add Next Question
NOTE: The following response scale will be used for all locally developed questions. When preparing your questions, make sure they can be answered by using the displayed response scale.
Totally Agree
Moderately Agree
Neither Agree Nor Disagree
Moderately Disagree
Totally Disagree
** The question(s) you provide or select will be displayed on the survey in the exact same order as they have been entered.
SHORT ANSWER QUESTION(S)
You may add up to 5 Short Answer Questions to this survey by selecting "Add Next Question".
Note: Add only one question per text block. Clear All
1. Select from the question bank Delete
Add Next Question
NOTE: The questions will be answered in texts of up to 500 characters.
** The question(s) you provide or select will be displayed on the survey in the exact same order as they have been entered
IMPORTANT: Ensure you have added all questions before selecting "Next". If you are not adding questions select "Next".
Back
Next

DEOCS


Locally Developed Question Bank - Microsoft Internet Explorer provided by NMCI
Communication/Flow of Information
Enforcement/Obedience of Rules
Fairness
Family Support
Feedback and Recognition
Interpersonal Relations/Social Interactions
Job Satisfaction/Dissatisfaction
Leadership Accessability/Openness
Military-Civilian Relations
Physical Environment
Respect for Individuals
Sexual Harassment/Sexual Assault
Special Observances/Cultural Celebrations
Teamwork, Team Cohesion, and Team Morale
Training, Knowledge, and Professional Development

DEOCS

Your request for assessment is being processed. Within three (3) working days an email will be sent to the Commander/Director of the unit informing them of this request and to you with further instructions. In the event you do not receive an email, contact the DEOCS Program Manager at support@deocs.net or by phone at DSN 854-2675/4217 or Commercial (321) 494-2675/4217.

Back to Main Menu

DEOCS ID Information

- **Your request for a DEOCS survey has been approved.**
- **Your DEOCS ID is: 1234567**
- **Please go to https://www.deocs.net//login/login_LOCAL.cfm and login using the following:**
- **User Name: M1234567890**
- **Password: Ravenscroft1234567**
- **Once you login you will be able to:**
- **DEOCS ID Information**
- **1. Download your passwords, if you are administering online. NOTE: Passwords will only work once the**
- **survey has reached its start date (Eastern Standard Time).**
- **2. Download your survey, if administering via paper. If you are administering via paper, your SCANTRON**
- **response forms are in the mail.**
- **It is essential that you maintain and safeguard your Username and Password as you will use it numerous**
- **times to enter the Survey Administrator Assistance System (SAAS) to access information and monitor**
- **activities.**
- **Questions and feedback concerning the DEOCS request process can be directed to support@deocs.net or**

DEOCS Help

- **DEOMI Climate Survey (DEOCS)**

  (321) 494-2675/4217

Steps in using the DEOCS

- **ASSESS**
  - **Share the results with your organization**
  - **Validate the results through other sources**
- **Plan and Implement**
  - **Establish an action team**
- **Evaluate**
  - **Conduct a follow-up DEOCS in 6-12 months**

Summary

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